Atlantic County Welfare Board Atlantic City, N. J. 08404

Telephone 609 --- 348-3001

JOHN KABALA,



October 11

WELFARE COUNTY ATL ANTIC CIO AFSCME AND AFL UNDERSTANDING 非2302 LCCAL OF. BOARD AND

Employee Relations, けつ persons ratification enabling the and Ö for ΨO office of New Jersey the purpose agreements reached Board and the offi for State r. County Welfare the Governor, This letter the present #2302. οĘ parties t Atlantic ( Office

approved before leave The final educationar completed, however, the educations one clause has been approved by the office of employee relations Mr. Irving J. Engleman, Director of Public Welfare. The fin approval must be given by the Atlantic County Welfare Board. parties that the leave must be all the educational understood by se pertaining to contract can be is pertaining clause

in agreement with other County Welfare Boards, but a policy of the State of New Jersey to give such leaves of Welfare Boards who are Caseworkers and Supervisors clause Engleman leave the educational that Wr. understood by the parties tter certifying that the ed letter certifying ٠ ا ಹ ц Н submit employees ب ا r. L. not only that it

gotiator and Nr. John Kabala, Jr., Director of the Atlantic County Welfare Board at the meeting to take place on October 18, 1972, and that our best efforts will be used to obtain passage of not agreement will be presented by Mr. John Miraglia, N irector of the Atlantic obtain passage total contract. the It is understood that this clause but County Welfare Board leave educational Atlantic the



Atlantic County Welfare Board
1601 ATLANTIC AVENUE
Atlantic City, N. J. 03404

Telephone 609 - 348-3001

JOHN KABALA, JR. Director further understood that the Caseworkers a fork the hours from 9:00 A.M. to 4:30 P.M. the during the period from now until Octowill work the hours from S Ir lunch during the period hour Supervisors with 1/2 hou ber 18,

the parties can reconsider their sever action they deem necessary. if no further understood is given, the litake whatever It is and contract own positions this of

CALCHISTON WORLD

Jahri Jahra Bank

1 2

### REENT

Detween:

BOARD OF WELFARE, COUNTY OF ATLANTIC

AND
THE ARRIGAN PEDINATION OF STATE, COURTY AND NEWICIPAL

AFL-CIO, COUNCIL NO. 64

1972 THROUGH MARCH 31, 1974. AFRIL 1,

differences, other conditions establishment No. 64, hereinafter referred to as "Union", has as its purpose the har Council and the American ο£ Agreement entered into by the Board of Welfare, County Employees, AFL-CIO, procedure for the resolution of the and monious relations between the Employer and the Union, work"Employer" οĘ hours County and Municipal hereinafter referred to as the pay, establishment of rates of peaceful State, and equitable οĘ employment. Federation and the an οĘ

#### ARTICLE I

### RECOGNITION

for are The Employer recognizes the Union as the sole bargaining agent and Resources and any other classifications that other employee classifications Economists, Case Workers, Case Workers, Home A11 parties may mutually agree to. excluded from this Agreement. οĘ of Properties Supervisors

### ARTICLE II

### DUES CHECK OFF

the executing an authorization-assignment form acceptable ಭ οf such a11 bу shall be remitted to the Treasurer of the Union together with term The Employer agrees to deduct the Union monthly membership dues list of the names of all employees for whom the deductions were made of in writing that to the H remain in effect for the aggregate deductions made. The amounts to be deducted shall be certified 10th day of the succeeding month after each deduction is those employees who individually request any Agreement providing it does not contravene the Union and the authorization shall Treasurer of made by such that deductions be to the Board. by the οŧ understood employees ployer

### ARTICLE III

### HOURS OF WORK

(35)consist of thirty-five hours shall normal work week

through Monday Neek. Der. days (2) rive day, per hours 3 seven Friday. Week,

### ARTICLE IV

### GRIEVANCE FROCEDURE

agreement parties this Ot the interpretation arise between following: S Any grievance or dispute, that might neaning स्यक set forth in application, ម ដ settled the 40 reference shall be

년 **0** meening Steps or dispute not involving the application, processed through þe agreement will this त्र grievance terpretation

- **th**0 working daya proper adjust %-i ten (10) employee! request Upon 0 9 or within (10) working days efter he would reasonably derrs of three grievance, the Supervisor shall then attempt the grievance. the said t 力 0 Steward within The aggrieved employee or the Union Steward at Administrative Supervisor, in writing within (10) working within or dispute with Failure to act constitute an abandonnent of G grievance employee its occurrence. the the ф ф take up respond 2. shall to know of ಗ್ರ shall presentation of deemed employee occurrence, Sud Selen 1 shall be pected matter
- 0 Employee) Union Steward 対したいに following ariting 10 Q. Committee stall the griovence āays recpond in Director shell meet with within five (5) sorking settlen, ic Grievence of the Euployee) and receipt grievance has not been Union Stevend (or Union the Ç The days, after Wolfare Board Committee determination at Step 1. Grievance 4万0 working by the the Director of 47 seven (7) (or Union STEP 2 mriting,
- Factor. Director be oresemped .. elface 1.003t from the 43 6/ remains unadjusted, it shall 23 the sourt by the Union Stemand or Grievance Committee or Engloyee to the response filed with within five (5) working days after grievence is If the grievence still event the the H writing STUP 3 ग्रं is

decision matter The aggrieved and/or the Union representatives may the the the Board's discretion placed on the Agenda for its at which Grievances filed  $^{by}$ The Board will render a Board meeting may be heard after the Board meeting Board meeting. an appearance before the Board. days ø ten (10) working days before working days prior to within eight (8) working meeting. at reviewed. the meeting or quest (10)

Should the aggrieved be dissatisfied with the Board's decision, advisory in designated by the Office of Employee Relations by the fact-finder's recommendation shall be in writing and shall forth his findings of fact, reasons, and conclusions on the decision authority to decision which shall bind the parties and his opinion shall be the Office of the Governor. However, no fact-finding hearing request scheduled sooner than thirty (30) days after the final mitted. The fact-finder shall be without power or such person has ten (10) working days in which to shall be fact-finder The Board.

equally connection The costs for the services of the fact-finder shall be borne in shall be paid by the party incurring same. incurred expenses Any other the Board and the Union. fact-finding

The cost of the transcript, if any, will be borne by the party request-If both parties request a transcript, the cost will it.

during working hours to investigate a grievance which has been put forth and further, permission for such time will not be unreasonably The Union will be permitted the necessary Union will notify the employer in writing, of the names of represent one hour will be and Officers who are designated by the Union to withheld or abused and providing that a limit of specifically extended by the Director. grievance procedure. in writing under the Stewards

breaks, or consult designate O.H. during lunch also have the opportunity to The Board will stift, the work after completion of the work shift. such consultations. 64 shall のものとな Officials **440** before Such Union emplojess

grievanc Grievance Proof the the requests of any step with the या भंज employer and the Union agree in conjunction reasonable consideration to pending grievances discuss cedure, each will givo party for mestings to

### ARTICLE V

### OVERTINE

meen working hour-for-hour The compensatory time must be taken within thinty (50) days Workers overtime ordered Case nay an This なりき Overtine will be paid by compensatory time on cooperation of emergency. given for to alleviate the only be the full compensatory time will emergency, expected 6년 () Supervisors is accrual. times overtime. basis; H 410

### ARTICLE VI

### SICK LEAVE

a physicism's certificate but not in excess of six (6) weeks follows illness, confinement), exposure to contagious disease, necessary attenda relative. A physician's coggoo incapecitation absence of an employee from duty because of 2 death in rive the immediate family seriously ill, certificate will be required where duration of illness is actual single period. family or attendance at the funeral of leave (during the period of days or more for a tho rember of Siot leave means matermity cutive working (H) æ mediate

basis on the employment and fifteen (15) days privilege of one (1) day per month of service or major fraction thereof PERMINER EVECOYEES will accommists sick leave remainder of the first year of

DIO. services working ಥ HO O Sick terminating their terminetion Welfare (35) たねった permitted rifteen only established ₩0 may be shall be permitted to use with date OF year and credited to the resigning accordence with di. beginning of the نۇ دىم policy. Employees accumulated EAN employees in u with the County Welfare Board ಬ್ಬರ ध्यत basis the Permanent parrae end/or established Leave at the teen 디O rated basis thereafter. sick leave days sick which has

### LIMIT SICK LEAVE WILL BE ACCUMULATED WITHOUT FORTION OF UNITED

- year leave remainder exceeding the major fraction basis Sick sick during the eick on the annual accumulate day for the as set forth for permanent ampleyees days Led one (1)leave may be token by temporary employees not permanent S w.th service or major fraction thereof be permitted to service fifteen (15) to accumulate sick leave at the rate of sick leave Temporary employees becoming sick leave for each full month of of that year and will thereafter be granted granted Temporary employees will ac, इपेश्री the same ENTITOLEES month of without limit. thoreafter day 31 or ೯೭೦೦೦೦ ಕನ್ನಾತಿರೆ. TEMPORARY continue each full one (I) thereor. leave Leave Will. TOI J.O
- receive shall Ruling temporary. رب 0 provisions ME SEASORAL MITTONIES, parament or the 40 subject 0,931,3 pro-rate. CURITIFICALE Ú( EAST-TIME DOUTOR IS Learne on 1:010 1:010

for Recurring required dostor's Director. Early be ø any one time, certifica te 47.0 \$4 () cestificate the discretion Ŵ days at spinses, longer than five (5) 97.9 97.9 will require .µ ದ If there illness (FO sickmess required. charter period illness Short-term 11.09to 10 F.0.F.

### ARPIGLE VII VACAPION LEAVE JIER

mont. follows full හ ග් प्ठंडव minimum vacation leave for vacation day worlding granted 0 PERMANET ENFLOYMES SASII be one service, thereof; O. fraction year one ಇಂಧಿಸಬ Ç Ç, ە ب HO (12 trelye gervi.co, ÇŢ. years (01) ten ten ۲۲ د G G Sug raction per year; service, year of ifter one 10175101

fifteen service, 94 years twenty (20) င် န per year; and up Aften ten (10) years working days vacation

other county office vacation service inmediately days (1) week. years of service, twenty (20) working OT. than one permanent appointment with the Welfare Board includes all temporary continuous service of more in in no break (50) After twenty Service :C there per year. prior to provided

- actua] tempothereof emount during Working day fraction of the continued employment. thereof No vacation leave in excess or major fraction TEMPORARY EMPLOYEES shall be granted one (1) service service or major approved in anticipation of full month of month of temporary employment. each for for each full employment will be Š during eerned leave rary
- earn W111 O 44 provisions temporary, in accordance with the OL SEASCHAL EMPLOYEES, permanent pro-rated basis PART TIME AUD αú Leave on Ruling 11. vacation
- ter year. each otherwise particular 50n granted vacation vacation day are that services during 3 ಧ EMELOYED RESIGNING or whose one major fraction thereof retirement shall basis of accumulated only on the other than service or PERMITTE for reasons month of and minated earneq full
- 1011G mul. leave (12) granted vacation divided by twolve pertiouler within the PERCENTANT EMPLOYEES RETIRENCE Shall be current annual allowance service completed by the months of the basis of on rÇ, tiplied rated
- 6. ACCUPATION OF VACATION LAND

rorcarried accumulated and allowance may be year vacation Fear. succeeding to one the into ďŊ Ward

# 7. VACATION FOR VETTRANS

telren <u>1</u>2 <u>ري</u> (2 for 다 다 entitled to full vacation time latter t.25 preceding, providing ටුම returning veteran shall year the TOI of return. and retum year of year the

### 8. VACATICM REJUEST

go Supervicors \$ (1) (1) 200 on vacations between employees will immediate cho submitted to <del>o</del>q wi.11 Any conflict vacation TOT proper form. Requests the

ಥ submitted expected to be vacation, actual are in advance of taking the requests Vacation seniority. time reasonable by solved

### 9. DECEASED ENTLOYEES

Val be CUO shall unused based payment above, and employee. earned service dies, set forth in paragraph 6 for the deceased such decessed employee for employee in the classified approved compensation rate cation leave, within the limits estate of any Whenever to the 1881 made

### ARTICLE VIII

### LEAVE WITHOUT PAY

# 1. REASONS FOR GRANTING

COD the sup-De-لبا 145 reason year, ないか grented and not unreasonably withheld, approval by the New Jersey Division of Public Welfare and sidered good by the Welfare Board, but not in excess of one (1) any for employees the Welfare Board, to permanent nay be partment of Civil Service. without pay discretion of 40 ject

tender. without employee appropriate Ó, HO consecutively renewed resignation must absence any <del>က</del> days for ressons deemed emporery Employees may be granted authorized leave of granted No leave of absence without pay will be غيب a new job. Board and such leave may not be traing out starbing new smployment. of fifteen (15) jo esedund eles a maximum the welfare ed before tended. ror the

approval 0 14 Termi 全のかな社 County Welfare Board. roind ध्यत setting County Welfare Board or the County Director of Welfare, the commencing absence without pay shall become effective without paralogues nating of the leave, shall be submitted to the for fron the why leave is desired and the dates a letter of request 088889 leave of easons

such leave without のこのが every shell have ennual for तेवर् that employee is on eave and vacation leave credits each reduced by one (1) Employees granted leave of absence without pay taken, 1.8 or major fraction thereof for the year in which such leave month Ting bay r--!

# 2. MILITARY DEAVE SITHOUT PAY

11 allowed corrected tons greated leave क्ट उंग service and benefits 1207 Shall 40 <u>ಅಸಂಕಾರ</u> or naval peace pursuant to law, shall upon his or her request, be ease of service commested illness or wound, the employee three months after recoreng to return to his position up to どう genization, in time of war, either volunterily or pursuent months States Merchant Marine, retained, ill rights, privilegos क्ट्राप्त the military service and during service are enters Buch United nermane employee who eftor discharge. absance for the period of and accrued स्प्रञ H. service omjoyed JOHLE including (3)

### EDUC.TIONAL FUSIOSES FO 25 DELTE WITHOUT FAY

ARLICTE IX

- employed ter in the berounder of the don't To one sphool year and such leave shall be reviewed on request un-3:11 offic authorities coprorruni or discontinues Mercia a carage SUCTONS. To age (50) garden \$uearminod G. I. ξ. (... (.) Chr for any reuson, authoriteed leave of thospice will Leave Such leave shall be approved for the period completed his education work under to further their education under the authorization providing educational :5 Failur to reluin rithin sivence, specifying the institutions which he is Pademal authorization. If any vesamm equages on granted to nevalt in loss of surfus say several in the in andiagos designing leave for educational runness misall CONTE is relicion from the institution writch he is eleganding lealing and he have nothing to duty within Ċ C absence without pay shall be Securion connec on Saca release. ass Ellis Filts other Tederal sre veterans desiring the vertice employee metriculation, ನಿರ್ದೇಶಗಳಿಗಾರಂ. for veterans. Leave of tracotive crite of Strangests wights or Will H O THEN THE Length
- Purtacr educations training Bost'd, Selfare County for non-vetorens for tho the discretion of absesse <u>د</u>ړ ز، Legyer of

of **two** otherwise to leave at exceed Educational leaves οĘ other duty shall not apply non-veterans, however, will not one year any a return to active as of manner limitation purposes. absence without pay month between the two periods of leave. same the $\mathsf{the}$ consecutive years, provided there is educational except that in case absence without pay granted individual of for absence without pay, leaves absence without pay the applicable to οĘ merits

### ARTICLE X

### EDUCATIONAL LEAVE

emstipend and tuition will be approved for permanent guidelines of Ruling advancement within the educational Leave with for ployees

special to pursue training related to his employment and which will improve his Such an employee in the service and will lead to a degree of MSW. of Welfare. to permit the Department such leave is t, ΟĒ direct benefit purpose The petence work or þe

such ΨO for The Director more than five (5) permanent employees will be eligible Budget. are available. Annual this item in his any one (1) year provided funds Public Welfare will include leave in

leave with employment, shall also be granted part-time educational his Public Welfare. to related or training o£ the Director tuition to pursue special work οŧ approva1 Employees the subject and

### ARTICLE XI

# LEAVE WITH PAY AS A RESULT OF DISABILITY

### 1. DEFINITION

disabled employ οŧ performance employee disability refers of or arising out of his employee who is Such the contributory negligence on his or her part. incurred in with part pay when the a direct result injury the result of receives Workmen's Compensation by สร or illness as pay pay, Leave with granted, with full by ment without or duty his

with leave defined shall any and leave leave. thus sick Sick ದ normal disability normal t C employee's addition result of गंग the and ಛ against ದಿ Separate from pay granted charged

### 2. EXTENT AND DURATION

in の日のこ વાકસ્ર absence Laws, pay, similar employee Compensation full leave of paid. a maximum of one (1) year unless granted with in private industry would entitle the De with the provisions of Ruling 11, laws may the Workmen's disability on the job may be such provided under longer period under limited to t) t) case payments accordance bility or injury ಭ result of ·H pensation for leave 듸 Which such ದ

### 3. PISCAL LIMITATIONS

avoid 5 employee restilaws 50 granted necessary recovers an award under the Workmen's Compensation seme period, theand ري ال period, extent part pay absence, part pay with respect to the the employee to the Same Where disability leave with pay or with certain period of pay for the of (H) augmentation ಥ 40 required respect pay or ရှိ includes o. employee with subsequently shall duplication which

### ARTICLE XII

# SPECIAL LEAVE WITH OR WITHOUT PAY

## L. MILITARY CONVENTIONS

reasonable Jersey \*he New stemming from including attend ţ organizations, pay organizations भ्रोदेभ absence such representatives of leaves of of conventions allowance for travel time. given o, o State or national Accredited shall

### ETC. CONFERENCE, OFFICIAL CONVENTIONS, N N

offially required Agencies, Time, including reasonable trayel time, required for attendance shall etc., (1) •r-l of Public Welfere or the County Welfare Boards, and employee whose attendance institutes, Institutions training the Department of conventions, meetings, duty and no by sponsored time on ග් Division conferences, OLO considered arranged the

sucir attendance ror required such 40 time, reason travel pay by absence reasonable 40 4 1038 period any including ಥ suffer ದ counted time, shall 9 the or authorized attendance shall

### ARTICLE XIII

### CONFERENCES OR CONVENTIONS AT UNION ACCENDANCE FOR LEAVE

four the attend ဌ pag with leave namely afforded herein, <u>0</u>, specified delegates will conventions Union

श्यवं AFSCME National Convention. Convention; Convention; Convention Annual Annual Industrial Union Annual AFSCNE State AFL-CIO State-wide Bi-Annual The The

delegate twentyconvention least ø \$O Board at authorization such given to the dates of the the date or the Union, of shall be **₩** time from advance leave Written notice, ग्र Such days to utilize (57) one

<u>බ</u> for authorized by the President or the Executive Director delegate except paid leave twenty th B granted delegates of 0,0 470 total exception may eny individual days 3 aggregate three five (5) than संस THE ST for and granted to not more 2 470 convention period limited approval a year (O) (O) special O. shall leave in conference e Q and мрете される Leave will Union, paid time who Care single cord. days of the eno the 디 Of

for thirty accumulated exclusively specia five approved than 9-1 O not be not later period maximum other period shall succeeding year for writing ന് period Q Convention Ħ. the year yearly Union requests theany over into Wational 5 not utilized in end the the AFSCNE carried prior to where Bi-Annual that ည Loave (30) days days nay meetings except

(5) five granted exceeding Дe pay may not expense convention, without OWN absence his OLO at conference attend leave of 42 single desiring addition, any for cmployee H days

### ARTICLE XIV

### RESIGNATIONS

having duty 88 considered his absent without notification from days will be consecutive working who is position. than five (5) employee his resigned nore

### ARTICIE XV

# ABSENCE UNDER PENALTY OF LAW

absence subpoena, to induction, OT 4 employee leave Π Court under granted a examination prior ದ and not shall, be to appear in an individual required by law, for military required S S S in. ب. اي. appear canse appearance employee who 0 ‡ other HO the Board, for any pay unless with the HO

### ARTICLE XVI

### MAJOR -RIDER INSURANCE, WITH NEDICAL SURGICAL CN HOSPITALIZATION

MEDICA

family. together employees Major days of his after ninety (90) A150, Shield, eligible following month employed. and members his family. Blue all and for commence has membership in Blue Cross employee employee and members of County These coverages are paid in full by the Eligibility will available for the first of the the from the and their dependents. Insurance is employee for 5 employment with Rider Each Medical ΟĮ

### ARTICLE XVII

### MANAGEMENT RIGHTS

rights: specifically following are the they this Agreement, the Board has extent that only to the ध्रमु by dified or limited those Except

1. ts ⊸zeďo selection for dis-£0 take 1.48 1ack maintain the efficiency standards of by which because of direct its employees; standards of personnel determine the from duty agency, to determine the and eny other legitimate reasons; employees the method, means to Civil Service; the Board to relieve its of determine offered by its according right action; the for operations; employment It 18 ciplinary O.Y. De O MOLK

dis 4 action श्यपु NOT'S control its necessary performing complete E.J. take 0 exercise technology hours; and the the emergencies; schedule and organization conducted; Ħ. ssion 1ts TI. to. be 103 over ere out cretion ations Carry

are responsibilities Agreement this S duties, signing prerogatives, the ဍ prior rights, had Board powers, the the Board, the that All authority fa retained end

### ARTICLE MYIL

### SENTONIAN

service ्र length hire 4 total date s, eefoldme original his an 3 with defined beginning Ø ---Seniority employer, the with

### ARTICLE XIX

### HOLLDAYS

New Year's Day Lincoln's Birthday Washington's Birthday Good Friday Memorial Day

Labor Day Columbus Day Election Day Veterans' Day Thanksgiving Day Christmas

the for W11 440 the Executive holiday Board when the OP. ್ Proclemation decleres Chief holidays, ಣ role County aforementioned 20,0 nis a holiday Atlentic in Governor, JO the declares Freeholders <u>ې</u> the addition when Jersey, employees holiday Chosen Ħ Men OT 470 ದ County Board grant State

#### ARTICIE XX TREATRAGAT

dism race, S NO membership nationality, shall union there 886, that affiliation, Sex agree Ç O reasons the Union political for and favoritism status, Imployer marital S The S activiti. crimination religion, union

### ARTICLE XXI

### RULING NO. 31

obligations श्चिष duties privileges, prerogatives, rights, 111

Public during 40 continued Division o, the should of H form, No. Ruling amended in Agreement. HO contained present this 1.00 parties 무 410 life Welfare, of the the

### ARTICLE XXII

### PILIEAGE ALLOWANCE

Will automobile personal 4 present County policy. for authorized use allowance accordance with Mileage Ľ. <u>မ</u>

### ARTICLE XXIII

### BULLEPITH BOARDS

Union permaposting nature. د<u>ب</u> تن available by the employer 91 non-controversial esodind the for Union ಥ of o information made the ф О use of WIII other work locations for Bulletin Boards and amouncements nent

### ARTICLE XXIV

### ADMINISTRATIVE LEAVE

- Service the 30 early G O allowance Classified remainder granted an employees in the the granted shall be for Administrative Leave. Administrative Leave o, o, and on January 1, 1973 shall all service Effective July 1, 1972, than six months days days (3) Vear (1%) three one-half calendar with not less ्र इ allowance ಖಾರ current опе
- after Leave 40 naximum hired in. of Administrative employees those cs о 4 service and 1972 all ~ ~ year (1972) day July months (35) after granted one-half calendar aix (6) service less than days. 0£ current month (元) shall be the Service with calendar one-half For 1, 1972 each भ्रापु July for
- 3 three Administrative 40 after maximum end thereafter S calendar year do æ 40 o ţ Service hired calendar year calendar month of employment day (35) that granted one-half o. To employees in Classified each remainder : Administrative Leave the **D**, 1111 days during shall езср 1, 1973 A11 after 01 (3) οŶ January Leave three
- such any and cumulative not be sh3]] Administrative Leave

the ot. Cind the n د employee an рд unused remaining credit Leave

salary increment effective a year or longer Employees must have been employed for ಣ be eligible for to 1, 1972 1973 to April April 1,

shall be the minimum of the range and there seven (7) additional steps. entrance salary shall be

earned follows: as During the term of this Agreement annual increments a quarterly basis as granted to eligible employees on

increment service an April 1, 1973, will be eligible to receive All employees who complete one (1) year of of April 1, 1973.

subsequent service subsequent subsequent þe July 1, 1973 and prior to or on October 1, 1973, will April 1, 1973 and prior to or on July 1, 1973, will 1973, 1973. An employee who completes one (1) year of service service October 1, July 1, An employee who completes one (1) year of An employee who completes one (1) year of οĘ eligible to receive an increment as of ន increment eligible to receive an

1974 will be 1974 \_ eligible to receive an increment as of January 2, October, 1973, and prior to January

### ARTICLE XXVI

### TERMINATION

1972 and shall 31, and effect until midnight, March effective as of April 1, contract shall be force remain in full

Time extensions of this Agreement can be granted by mutual Agree to modify this Agreement, and negotiations shall begin within fifteen Either party shall notify the other in writing that date, days prior to the expiration (15) working days after notification. ment of the parties. calendar sixty (60)

IN WITHESS WHEREOF the parties have entered into this Agreement and caused same to be executed by its respective day of First officers or agents on the Movember, 1972.

WELFARE BOARD	Reviewed and approved by the DIVISION OF FUBLIC WELFARE NEW JERSEY DEPARTMENT OF INSTITUTIONS AND AGENCIES	Trying J. Fingelman Director
Galley H. M.	En Miller	Frank A. Mason Director Office of Employee Relations Office of the Governor

# ATLANTE COUNTY WITHING NAMED SALARY RANGES - PLAN B

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# ATLABITE COURT WELFARS BOARD

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# ATTAINE COUNTY WILMAND BOARD

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TABLE V

### ATLANTIC COUNTY SENIOR CLERK TYPIST

COLUTN A	COLUMN B Range 7	COLUMN C Range 8	COLUMN D
	4/1/72	4/1/73	4/1/72 (Quarterly Increment System)
4500 - 4740	5288	5552	5830
4741 - 4980	5552	5830	6108
4981 - 5220	5816	6108	6386
5221 - 5460	6080	6386	4999
5461 - 5700	6344	4999	6942
5701 - 5940	6608	6942	7220
5941 - 6180	6872	7220	7498

# ATLANTIC COUNTY WELFARE BOARD

# SENIOR CLERK TYPIST, SENIOR ADDRESSOGRAPH MACHINE OPERATOR

	Jan. 1, 1974	5830
Y DATES	oct. 1, 1973	6386 6386 6386 6386
1972 1973 Anniversary	Jul. 1, 1973	7220
April 1, 1 April 1, 1	Apr. 1, 1973	6108 6108 6664 7220 7220 6108 6108
Effective A	Apr. 1,	5552 6942 6108 6108 6108
71.36	Apr. 1, 1972	5552 5252 6608 6608 5552 5816 5816
\$5288	Present Salary	# 4920 4920 4920 5280 5800 5220 5220 5220
Range #7 Range #8	Name	Balsam Begley Kework Lane Washington McMenamin Singer Weitz Gitzes Needles Nicosia Santa Maria

TABLE VI

#### ATLANTIC COUNTY SENIOR CLERK

COLUMN A	COLUMN B	COLUMN C	GOLUMN D
	Ramace 6	Range 7	
·	4/1/72	4/1/23	4/1/72 (Quarterly Increment System)
Up to \$4740	\$ 5288	5552	5816.
4741 - 4980	5540	5816	0809
4981 - 5220	5792	0809	6344
5221 - 5460	trh09	th29	6608
5461 - 5700	6296	8099	6872
5701 5940	6548	6872	7136
5941 - 6180	6800	7136	ā

of 4/1/72, Senior Clerks having a salary rate up f service will move to 5288, Employees in other in Column A will move correspondingly to the rate to \$4740 and one year of service will salary brackets listed in Column A wilshown in Column B. An employee with less than one year of service having rate up to 4740 will as of 4/1/72 move to 5036. Those hired subto 4/1/72 shall move to 5035 as of the date of hire. Upon compleone year of service such employees shall move to 5288. tion of one year salary a salary sequent

a range change (Column D) on As of 4/1/75, Senior Clerks will receive as shown in Column C and will be entitled to a merit increment their quarterly anniversary date.

# ATLANTIC COUNTY WELFARE BOARD

### SENIOR CLERK

	rn#	Jan. 1, 1974	5816
	ANNIVERSARY DATES	0ct. 1, Jan. 1, 1973 1974	Agrandus -
72	ANNIVER	July 1, 0	And the state of t
pril 1, 19 pril 1, 19		April 1, 1973	
Effective April 1, 1972 Effective April 1, 1973		April 1, 1973	5552
\$5800		April 1, 1972	5288
\$5036		Present Salary	07/27\$
RANGE #6 RANGE #7		Name	Levin

TABLE VII

#### ATLANTIC COUNTY CLEEK TYPIST

COLUMNIA	COLUMN B	COLULIN C	COLUMN D
	Range 4	Range 5	
	4/1/72	4/1/73	4/1/72 (Quarterly Increment System)
Up to 4020	4568	4796	5036
4051 - 4200	4796	5036	6276
4201 - 4380	5024	5276	5516
4581 - 4560	5252	5516	5756
4561 - 4740	5480	5756	5996
4741 - 4920	5703	5996	6236
4921 - 5100	5936	6236	9/49
5101 - 5280	6164	9/1/9	

ATLANTIC COURTY WILLIAMS BOARD

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# ATTANTIC COUNTY WELFARE BOARD

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Jan. 1, 1973 Apr. 1972 June 5,

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#### MICOSIA:

\$5220 to \$5816 Typist - April 1 to Sept. 25 -

Oct. 1973 Apre Sept. 25, 1972

\$5708 Clerk Typist \$4920 to

5996

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#### MARIA: SANTA

\$5220 to \$5816 740 Typist - April 1 to Sept. 25 C1k.

1973 Apr. 1972 Sept

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#### JONES:

\$4520 to \$5252 25 to Sept. - April 1 Typist Clerk

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Clk. Typist \$4740 to \$5288

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